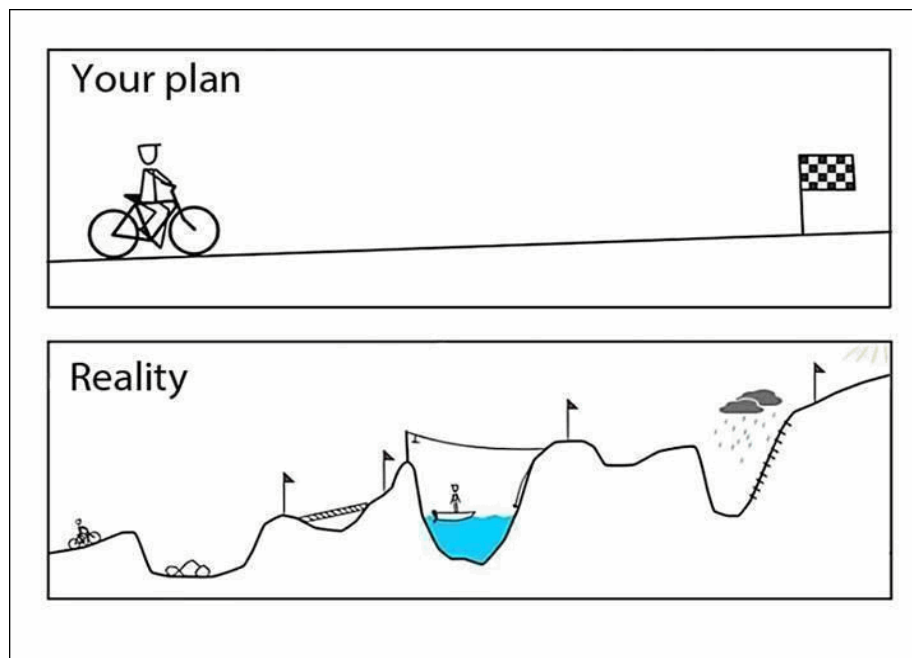


# Outcomes and Recommendations



# What went well and should be repeated in the next phase?

- Door-opener for synergies between HORIZONT3000 and Member Organisations
- Call for Proposal System + Assessment with set criteria
- HORIZONT3000 identifies capacity development gaps and offers trainings (top-down)
- Borrow-a-Technical Advisor
- Clustering of PP for specific topics

# Changes that could dramatically improve the outcomes next time?

- Systematic, transparent and accessible documentation at PP (Knowledge Management at partner organisations)
- Toolbox Organisational Development has to be further developed and brought to life
- HORIZONT3000 internal tools for Knowledge Management and communication
- Resources management for KNOW-HOW3000

# Recommendations for future structure

## KNOW-HOW3000 East Africa (1)

- Modality & communication structures for integration of Member Organisations' partner organisations into KNOW-HOW3000 is needed
- Structure and control of Knowledge Sharing within organizations (NOT people-focus but organization focus)
- Review and adaptation of structure for experience capitalization (evaluation of systematization as method, adaptation of structure to offer and implement experience capitalization in East Africa)
- Structure and budget for CoP

# Recommendations for future structure

## KNOW-HOW3000 East Africa (2)

- Possible Technical Advisor assignment for implementation of KNOW-HOW3000
- HORIZONTAL3000 internal Knowledge Management (HORIZONTAL3000 academy ROEA) + budget for training
- Regular meetings for KNOW-HOW3000 implementation in East Africa (management team ROEA and 2-3 times per year with Member Organisations representatives)
- PCM standards/ quality control is needed for HORIZONTAL3000